

Classified, Local 39 Benefits Summary

Contract Date: 7/1/2018 to 6/30/2021

Compensation	
Cost of Living Adjustments	1.5% increase, effective 7/8/2018
	1.5% increase, effective 7/7/2019
	1.5% increase, effective 7/5/2020
Market Salary Adjustments: For applicable classifications	2.75% increase, effective 7/7/2019
	2.75% increase, effective 7/5/2020
Tuition Reimbursement	\$750 per semester/\$1,500 max per year
Bi-lingual Pay	\$75 per month for eligible employees
Call Back Pay	Minimum 2 hrs pay at 1.5x rate fo pay. May be taken as Comp Time or pay
Acting/Out-of-Class Pay	Greater of first step of higher class or 5% with a consecutive three-day minimum

Retirement	
<u>CalPERS Retirement Classic Tier I</u> City of Lincoln employees hired prior to 2/14/2011	2.7% at 55 One year final compensation
Contrubution Rates	Employee = 11% Employer = 10.182% (Employee pays 8% of employee portion and 3% of employer portion)
<u>CalPERS Retirement Classic Tier II</u> Classic PERS members hired with the City of Lincoln after 2/13/2011	2% at 60 Three year final compensation
Contrubution Rates	Employee = 10% Employer = 5.081% (Employee pays 7% of employee portion and 3% of employer portion)
CalPERS Retirement for New Members (PEPRA)	2% at 62 Three year final compensation
Contrubution Rates	Employee = 9.75% Employer = 3.985% (Employee pays 6.75% of employee portion and 3% of employer portion)
Social Security	The City of Lincoln participates in Social Security
Deferred Compensation	Employee participation
Health Insurance for Retirees	Employees hired after 1997, 5 yrs vested with Lincoln and must retire from the City: 100% City Coverage after 20 yrs based on current State Annuitant Contribution 100/90 formula (weighted average of the premiums of the four largest health benefit plans)

Insurance	
Medical Plans	Plans provided by CalPERS, premiums vary depending on plan and region

Classified, Local 39 Benefits Summary

Contract Date: 7/1/2018 to 6/30/2021

Health Insurance City Contribution	80% of the Sacramento Region Kaiser rate for applicable level (EE only, EE+1, Family)
Dental Plans	Delta Dental coverage; City paid EE only = \$61 per month Family = \$123 per month
Vision Plans	VSP coverage; City paid employee only EE only = \$9 per month EE+1 = \$10.79 per month Family = \$19.28 per month
Employee Assistance Plans	Yes
Life Insurance	\$25,000 coverage City paid: \$5.45 per month
Flexible Spending Accounts	Medical and dependent care
Cash in Lieu	66 2/3% of Kaiser EE Only Sacramento Region if medical waived
Leaves	
Vacation Accrual	0 to 3 yrs = 80 hrs 3 to 5 yrs = 88 hrs 5 to 8 yrs = 120 hrs 8 to 11 yrs = 128 hrs 11 to 13 yrs = 136 hrs 13 to 15 yrs = 144 hrs 15 to 18 yrs = 152 hrs 18 yrs+ = 208 hrs
Sick Leave Accrual	96 hrs per year
Maximum Accruals	Vacation = 240 hrs
Administrative Leave	Exempt employees receive 64 hrs per fiscal year
Bereavement Leave	24 hours
Holidays	10 paid Holidays at 8-hour days
Floating Holiday	2 8-hour days, employees can elect to be paid-out for unused days